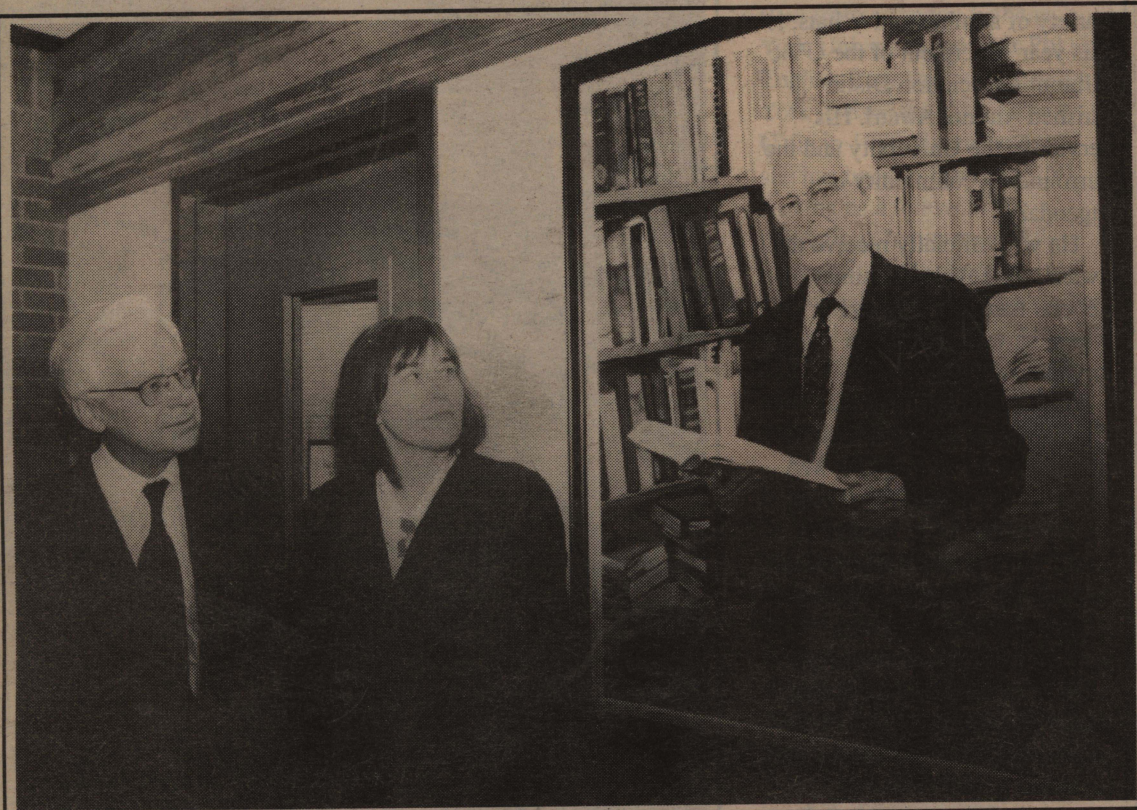


PAITY PITTS PHOTO



Retiring law professor Donovan Waters and UVic alumna Manon Elder (BFA '76) inspect the portrait Elder painted of Waters that was unveiled May 3 at a special ceremony in the Diana M. Priestly Law Library. Waters was previously awarded an honorary Doctor of Laws degree at a special convocation held to mark the Law Faculty's 20th anniversary last October. He retires from the faculty in June.

Codding appointed VP Academic & Provost

UVic appoints first female vice president

Dr. Penelope Codding, professor and Head of the Department of Chemistry at the University of Calgary, has been appointed UVic's new vice president, academic and provost. The five-year appointment is effective Aug. 1, 1996. Codding's appointment was approved by UVic's Board of Governors on April 17 following the unanimous recommendation of the 15-member search committee and a favorable ratification vote by 77.1 per cent of voting faculty members.

"I'm very pleased with the appointment of Dr. Codding," says UVic President David Strong. "She has achieved distinction in teaching, research and administration, and UVic will benefit greatly from her experience, talent and energy."

Codding is an internationally recognized expert on X-ray crystallography. She earned her BSc in chemistry and her PhD in

physical chemistry from Michigan State University. She has taught in the chemistry department at the University of Calgary since 1981, and her research expertise also earned her a special appointment in that university's faculty of medicine.

Codding served for two years as chair of the University of Calgary budget committee—a subcommittee of the board of governors that includes six elected faculty members, two student representatives, the president and the three vice-presidents. This committee used academic plans to set institutional priorities during a period of difficult budget cuts. She is known as someone who has a broad understanding of the university in all of its disciplines and who values richness and diversity in academic programs.

She has also been a member of the University of Calgary's

planning committee, its advisory committee on the status of women, and the board of the Nickle Arts Museum, and is a founder and active member of the university's Women in Science and Engineering Support Group.

Codding was named YWCA Woman of the Year in Science and Technology in 1990 and was awarded the Clara Benson Award by the Canadian Society for Chemistry in 1994 for her distinguished contribution to chemistry. She is a Fellow of the Canadian Institute of Chemistry, a member of the executive committee of the International Union of Crystallography, and secretary-treasurer of the Canadian Council of University Chemistry Chairs.

Codding will be a full professor in UVic's Department of Chemistry. She is the University's first female vice-president.

Balanced budget accommodates more students

The UVic Board of Governors on May 7 approved a balanced operating budget for the University for the 1996-97 fiscal year, applying \$2.04 million in cuts across most departments. These funds will be reallocated to protect or enhance key academic resources such as library acquisitions, teaching equipment, and student scholarships and bursaries and to compensate for inflation-driven cost increases. The cuts throughout the university will average 2.1 per cent.

The library acquisitions budget has been increased by five per cent. Funding for student scholarships and bursaries and work study positions was maintained and funds were reallocated to increase access for students with a disability, upgrade classroom teaching equipment, support international programs and activities, and fund pay equity initiatives. Funds were also earmarked to purchase educational technology that will enhance teaching both in and outside the classroom.

While the basic provincial operating grant, which provides about 70 per cent of the University's recurring operating revenue, was frozen by the provincial government in March at the 1995-96 level of \$98.3 million, UVic has been asked to ensure that its undergraduate enrolment is four per cent higher than last year's funded level.

The budget also incorporates \$750,000 in new designated provincial funding to open 137 additional student places in UVic's School of Nursing and the new hotel and restaurant management program in the Faculty of Business. UVic was the only established B.C. University to receive additional operating funding from the province for new or innovative programs. The additions bring UVic's enrolment target for 1996-97 to 11,231 full-time equivalent undergraduate students, its highest level ever. Last year's funded enrolment target was 10,667.

In 1995-96, the University also provided instruction to 1,689 full-time equivalent graduate students, well above the funded level of 1,300.

The board confirmed that credit tuition fees have been frozen at 1995-96 levels in accordance with a March 18 provincial government directive. UVic tuition fees continue to be among the lowest in Canada.

"We certainly appreciate the continued support from the province, even though freezing the grant presents us with a serious challenge in maintaining quality and accessibility in the face of increased costs and additional students," says board chair Sandra Harper.

"We've developed a budget that freezes tuition, deals with the provincial grant and applies the cuts required in a way that minimizes the impact on our students, faculty and staff."

A minor increase to the athletics and recreation fee paid by all full and part-time students was also approved. The increase, 80¢ per term for full-time students and 40¢ per term for part-time students, will ensure that significant cuts to the athletics and recreation program can be avoided for this year.

The University's operating budget for 1996-97 is \$139.9 million. Individual faculties and departments will now determine how best to implement the necessary changes within their units.

Quake just a warning

The earthquake that hit Washington State May 2 is a good reminder that Victoria is in a very vulnerable location, says Daphne Donaldson, UVic's emergency planner. Donaldson says the quake, which registered 5.3 on the Richter scale, was timely as it happened just days before provincial Emergency Preparedness Week, May 6-10.

"It should make us all think about preparing ourselves for an emergency," says Donaldson.

Donaldson, with the help of George Smith and Janet Hood from Purchasing Services,

organized a display at the University Centre of personal preparedness supplies, first aid equipment and videos from earthquake disasters. It also included a lecture and slide show by California earthquake recovery expert, Charles Eadie.

Donaldson sees UVic's involvement in the emergency preparedness week as a good way to educate people in emergency planning.

"It's not a question of if we are going to get an earthquake, it's a question of when it's going to hit," she says.

INSIDE

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President's Notebook

President's Notebook comes in response to suggestions that I should use space in *The Ring* from time to time to report on my activities and provide some commentary on matters of particular interest to the university community. I hope you'll find this to be informative and useful.

I've been preoccupied these days, as I suspect you are, with the fiscal climate in general and the UVic budget in particular. Future *Notebooks* will deal more specifically with different aspects of our budget, but I wanted first to talk about the general fiscal situation, an issue which has received a great deal of national attention this year.

In recent weeks I have received invitations to three separate conferences on the need to "re-structure" and "re-engineer" the university in Canada. Two of these conferences were commercial and expensive. The other, which I attended with our Board chair and the university secretary, was organized around the annual meeting of Canadian University Board Chairs in Regina. All three conferences included presentations by university presidents from provinces which have made significant cuts to their university education budgets.

There is no doubt that universities outside of B.C. are being forced to "downsize", "re-structure" and "re-engineer" in other words to cut, cut, cut. The voices of universities seem to have been ignored by most provincial governments, just as their national voice was ignored when the federal government decided to cut transfer payments for health and education to the provinces.

My own position on the federal cuts as detailed in a November 1994 position paper to the Honourable Lloyd Axworthy, was that not only would their cuts be short-sighted, they could and should have been avoided. I asserted that a federal abandonment of university funding would eventually lead to the balkanization of the Canadian university system, and its deterioration from consistent strength across the country to inconsistent quality from province to province. I was only wrong in underestimating the speed at which this decline would take place.

I have also presented my views on the role of universities and university funding to both the government and opposition parties of British Columbia, where the role of universities seems to be better understood than at the federal level. The April 30 provincial budget makes it clear that the B.C. economy is much stronger than that of any other province and both the provincial government and official opposition have stated that universities are among their highest priorities.

My position is that if these statements are true, then there should be no need or expectation of the draconian cuts to education seen in other provinces, either now or after the current election campaign. This is why we chose not to respond to the pressures to propose premature budget cuts earlier this year and, as a result, avoided inflicting needless pain on our students, faculty and staff. While some cuts have still been required, the budget approved by our Board of Governors this month incorporates thoughtful decisions based on the reality of the provincial funding we received, rather than on rumour and speculation.

For the future, I am prepared to assume the best, that the Premier, as he has stated repeatedly, truly recognizes the fundamental importance of university education for British Columbia and its citizens and is determined to protect it.

Should the Liberal Party win the coming election, I take comfort in their commitment to make no cuts to university funding for the full length of their term.

That does not mean that we can rest with the status quo, but I remain optimistic that the role of universities will continue to be recognized and valued in B.C.

D. Strong

Dr. David F. Strong

QUOTE

"Good teaching is one-fourth preparation and three-fourths theatre."

—Gail Godwin

Peter Smith chosen for Distinguished Alumni Award

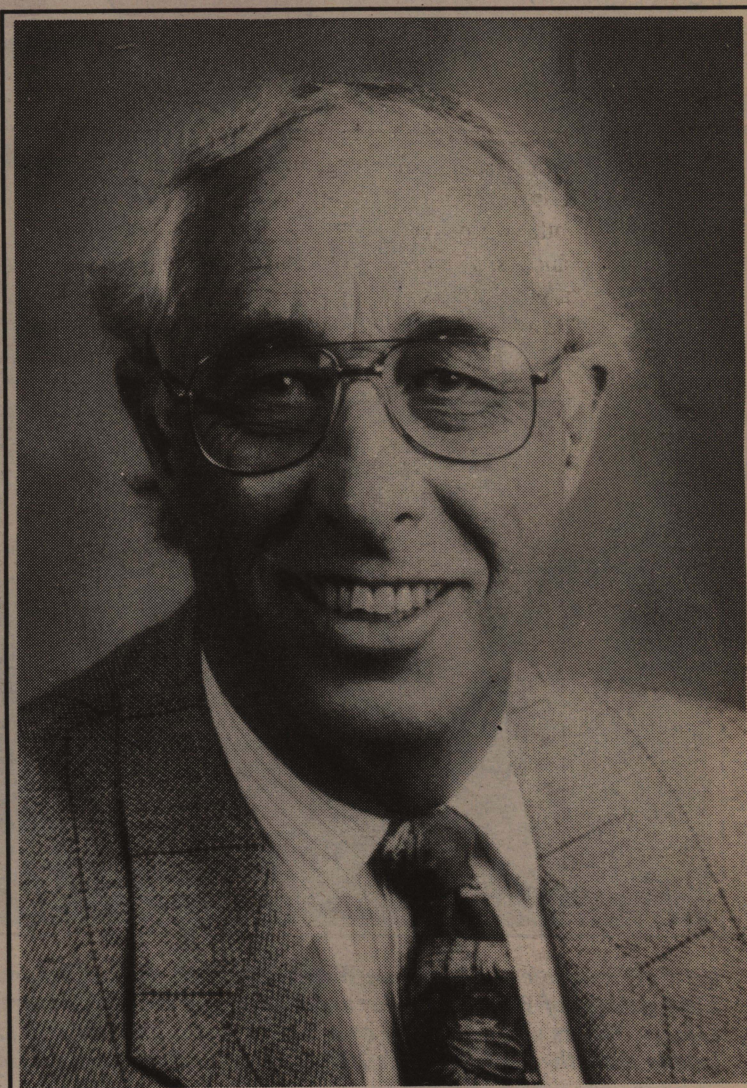
Dr. Peter L. Smith, classics scholar, honorary UVic historian, and wearer of a wide variety of administrative hats, is this year's recipient of the UVic Alumni Association Distinguished Alumni Award. His service to the University and the surrounding community is legendary.

He will officially receive the award at the Alumni annual general meeting on May 15, where he will deliver the keynote address.

Smith attended Victoria College from 1949-50, received his BA from UBC and his MA and PhD in classics from Yale. He joined the UVic faculty in 1960. A scholar of Latin drama and poetry, Smith has published a book on Plautus and has penned translations and adaptations of Aristophanes, Plautus, Aeschylus and Vergil for stage performance. He has served as president of the Classical Associations of the Canadian West, the Pacific Northwest, and of Canada.

In addition to these scholarly achievements, he has served two terms as chair of the Department of Classics, been acting director of the Evening Division (now Continuing Studies), acting chair of the departments of Philosophy and of Visual Arts, associate dean of Arts and Science (1970-71) and dean of Fine Arts (1972-80).

Smith is very well known as the honorary historian of the University, having published *University of Victoria: The Development of the Gordon Head Campus* (with Martin Segger), and *A Multitude of the*



UVIC PHOTO SERVICES

Dr. Peter Smith: 1996 Distinguished Alumni Award winner

Wise: UVic Remembered.

Smith has played a leading role in UVic committees dealing with ceremonies and the development of new campus buildings, and he has provided invaluable assistance with all University anniversaries and celebrations. He has served on Senate and as president of the Faculty Association. Off campus,

Smith has chaired the B.C.

Arts Board and been a director, board member, or officer of the Art Gallery of Greater Victoria, the Victoria Conservatory of Music, the Leon and Thea Koerner Foundation, the Craigdarroch Castle Historical Museum Society, and the Community Arts Council of Greater Victoria, among others.

Bridge on national team

UVic Vikes women's soccer coach Ian Bridge has been appointed assistant coach to Canada's women's soccer team. Bridge will travel to Brazil this month where the team will train and compete and will attend a training camp in Montreal in May where the national team will play games against the United States, China and Japan.

Bridge is a former national soccer team member who participated in the 1986 World Cup in Mexico and the 1994 Los Angeles Olympic Games. He played professional soccer with the Seattle Sounders (1979-1983) and the Vancouver Whitecaps (1984) of the North American Soccer League. He played on FC La Chaux-de-Fonds of the Swiss National League from 1985-1990.

Bridge will continue as Vikes coach throughout his appointment with the national team which runs until the end of 1996.

UVic filmmaker takes honours at festival

Helen Rezanowich (Women's Studies) has won the Silver Shortie for Documentary for *Outstanding in her Field* at the second annual Victoria Independent Short Film and Video Festival. The 23-minute video, which she directed and shot on a shoe-string budget of less than \$10,000, portrays nine women ranging in age from 10 to 82 years who share their love of organic farming.

Videos were judged on the basis of their independence of vision, creativity, technical standards and lasting impact, says Deborah de Boer, producer of the festival which is sponsored by Cine-Vic, the society for independent filmmakers. Rezanowich will air the video at a free public screening May 14 at 12:30 p.m. in Clearihue A215. Bring a lunch.

THE RING is published every second Friday during Winter Session at the University of Victoria. The Publisher is Public Relations and Information Services, P.O. Box 3060, Victoria, B.C. V8W 3R4.

International Standard Serial Number (ISSN): 0318-8419
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Printer: Island Publishers Ltd.

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Mentoring, role modelling mean high marks for alumni teaching award winners

By ROBIE LISCOMB

The 1996 recipients of the UVic Alumni Association Excellence in Teaching Awards are Dr. Kathryn Kerby-Fulton (English) and Associate Professor Barbara Whittington (Social Work). The awards will be presented at a May 15 Faculty Club reception just prior to the Alumni Association annual general meeting.

Kerby-Fulton—whose expertise encompasses Middle English literature, Medieval Latin religious writing and intellectual history, Renaissance literature and manuscript studies—

consistently gets rave reviews in every category in her student evaluations. According to one of her nominators, "The affectionate refrain that runs through [her student evaluations] details her knowledge, dedication, enthusiasm, organization, high expectations, approachability, compassion and sense of humour." Her commitment to students is legendary and extends far

beyond the classroom, to organizing informal study sessions, encouraging students to publish and present papers at conferences and helping them pursue academic careers after graduation.

"She communicates a wealth of information with an enthusiasm and approachability that combine to make her lectures an intriguing delight," said another nominator. "Her clear learning objectives combined with a variety of approaches to challenging material and a genuine concern for

the progress of her students all contribute to memorable courses and also provide a model for those who aspire to teach someday. She has great patience with those who are struggling with difficult material such as the experience of reading Chaucer or Langland in the original Middle English for the first time."

Kerby-Fulton received her

BA (honours) in English and her BEd from Glendon College, York University, and her PhD in English from the University of York in England. She came to UVic in 1985. Since January, she has been in Princeton, NJ, serving as a fellow of the prestigious Institute for Advanced Study (School of Historical Studies). Because her appointment there runs through August, she will be unable to attend the presentation ceremony May 15.

Whittington has taught a broad range of courses in the School of Social Work and is much sought after as a workshop leader and conference keynote speaker. Her areas of interest include gender and equality, human rights and anti-discrimination policy, dispute resolution, family systems theory and therapy, and group work and theory.

Her reputation is that of a teacher who is intensely interested in her students as individuals and the particular strengths they bring to class. "One of her greatest strengths," says one nominator, "is her ability to model effective communication and group skills in the classroom or workshop setting. As many of her courses are dedicated to improving such skills, she is able to demonstrate the content of her courses through

the practice of her teaching."

Students consistently describe Whittington as a caring professional who brings a wealth of personal and practical experience to her teaching and an academic who is still willing to learn. A strong theme running throughout her students' comments is that of the rapport Whittington establishes in class, creating an environment where students feel comfortable to explore difficult

issues. She brings a mixture of humour, sensitivity and warmth to class and a sense of fun to learning, which is reflected in the fact that students have often brought family members, friends and guests to her classes.

Whittington, who came to UVic in 1981 as a sessional lecturer, received her BA in psychology and her MSW from UBC.



Dr. Kathryn Kerby-Fulton



Professor Barb Whittington

UVic's home page to get a facelift

Policy for official web pages approved

By ROBIE LISCOMB

More and more people are visiting UVic electronically by connecting to our World Wide Web sites, either through the University home page, UVicInfo (<http://www.uvic.ca>), or by going directly to University department home pages. In March, the total number of hits (connections) reached approximately 300,000.

Until now, decisions about the appearance and structure of UVicInfo and what resources it points to have been made on a somewhat ad hoc basis. This was appropriate as the technology was being introduced. Recently, the President's Advisory Committee on Computing created the UVicInfo editorial board and charged it with ensuring that UVicInfo is kept timely, accurate, accessible, and well presented. The board has drafted a policy for official UVic web postings and has begun work on redesigning UVicInfo. Serving on the board are Dr. Arnie Keller (English) as chair, University Librarian Marnie Swanson, Joe

Sparrow (Network Services), and Robie Liscomb (Public Relations & Information Services).

Copies of the policy are being distributed to chairs, directors, and managers across campus. It is also available on-line at <http://uvinfo.uvic.ca/webpages/policy/>. The policy covers the goal, organization and administration of UVicInfo and defines the responsibilities for maintaining UVic web sites. It also includes a style sheet with suggestions on how to ensure that UVic web sites are easy to use.

The board has also begun work on designing and testing a new version of the UVicInfo home page. This site, which is "under construction," may be viewed at <http://uvinfo.uvic.ca>. Responses to the new design are welcome and may be made to any member of the board. The new version will replace the old UVicInfo pages at the end of September. In the interim, the current UVicInfo pages will continue to serve as the Universi-

ty's electronic face to the outside world.

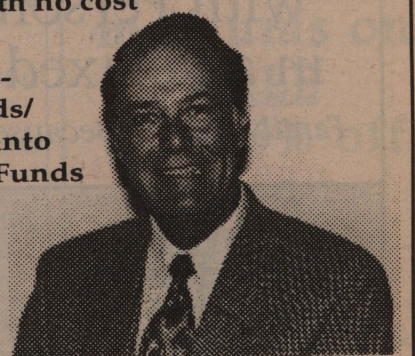
In order to have a link from the new UVicInfo, the home page of each University unit must be registered with the UVicInfo editorial board and meet a few basic requirements. Each home page must include a note that it is registered with the UVic Info editorial board, have a pointer back to UVicInfo, contain the name and email address of the person responsible for the content of the page, and include the date the page was last updated. As the home pages of University units are registered, their links from the new UVicInfo will be activated. Departmental links from the old UVicInfo pages will also be maintained until the change-over is completed in late September. Thereafter, people attempting to connect to <http://www.uvic.ca> will reach a screen that directs them to the new UVicInfo homepage.

Molzahn chosen as new Dean of HSD

Dr. Anita Molzahn, director of the School of Nursing, has been appointed dean of the Human & Social Development faculty. Molzahn replaces Dr. Jim McDavid who held the post for six years. McDavid will return to full-time work in the School of Public Administration. The new director of the School of Nursing is Dr. Janet Storch, professor and former dean of the faculty of nursing at the University of Calgary. Both Molzahn and Storch will assume their new positions on July 1.

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Math students bring home Putnam honours

BY TERESA MOORE

Dr. Ahmed Sourour (Math & Statistics) isn't blasé, but he must be getting pretty used to success. His team of mathematics students finished 15th at this year's William Lowell Putnam Mathematical Competition in a field of 306 schools. The tough competition attracts the brightest math students from across North America. His team finished 14th in last year's smaller field.

"We're in the top five per cent of the best schools on the continent again," says Sourour proudly.

Leading the UVic team was Jared Anderson, a fourth-year honours physics and math student who finished 29th in a field of 2,468 competitors, with a score of 60 out of a possible 120. The median score is three. Third-year math student Peter Dukes was 92nd and classmate Andres Rodriguez was 309th. Anderson, who has competed in three Putnams, is graduating this year and will no longer be eligible for the undergraduate competition.

He is going to Princeton for graduate studies in math. Dukes and Rodriguez may enter again next year. Two other members of the eight-member UVic team, Carol Wong and Mathew Skala, finished in the top 500.

The top five schools were Harvard, Cornell, MIT, the University of Toronto and Princeton.

For those who may have aspirations for next year's Putnam competition, here's a sample problem:

The game starts with four heaps of three, four, five and six beans. The two players move alternately. A move consists of either

- a. one bean from one heap, provided at least two are left behind in that heap, or*
- b. a complete heap of two or three beans.*

The player who takes the last heap wins. To win the game, do you want to move first or second? Give a winning strategy.

Physics students in top 10

Two fourth-year physics students have finished in the top 10 in a national exam sponsored by the Canadian Association of Physicists (CAP). Jared Anderson, honours physics and math, and Gregory Ballentine, honours math, finished seventh and tenth respectively out of 109 entries from 28 institutions. It is

UVic's best placing in over a decade. Anderson is no stranger to national success. He was also on the UVic team that finished 15th in North America at this year's prestigious Putnam math contest. Both Anderson and Ballentine plan to attend graduate school next year.

Dean of science heads to Australia on study leave

Dr. John Weaver, dean of science, begins a one-year study leave on July 1. He has been appointed visiting fellow at the Research School of Earth Sciences at Australian National University in Canberra where he will be continuing his research in the field of geo-electromagnetic induction, doing collaborative work with Dr. F.E.M. Lilley (who spent a mini-sabbatical at UVic a few years ago) on three-dimensional modelling of induction in the Earth. For the second part of his sabbatical, Weaver will go to the Institute of Theoretical Geophysics in Cambridge. Dr. Terry Gough, chair of chemistry, will be acting dean of science for 1996-97.

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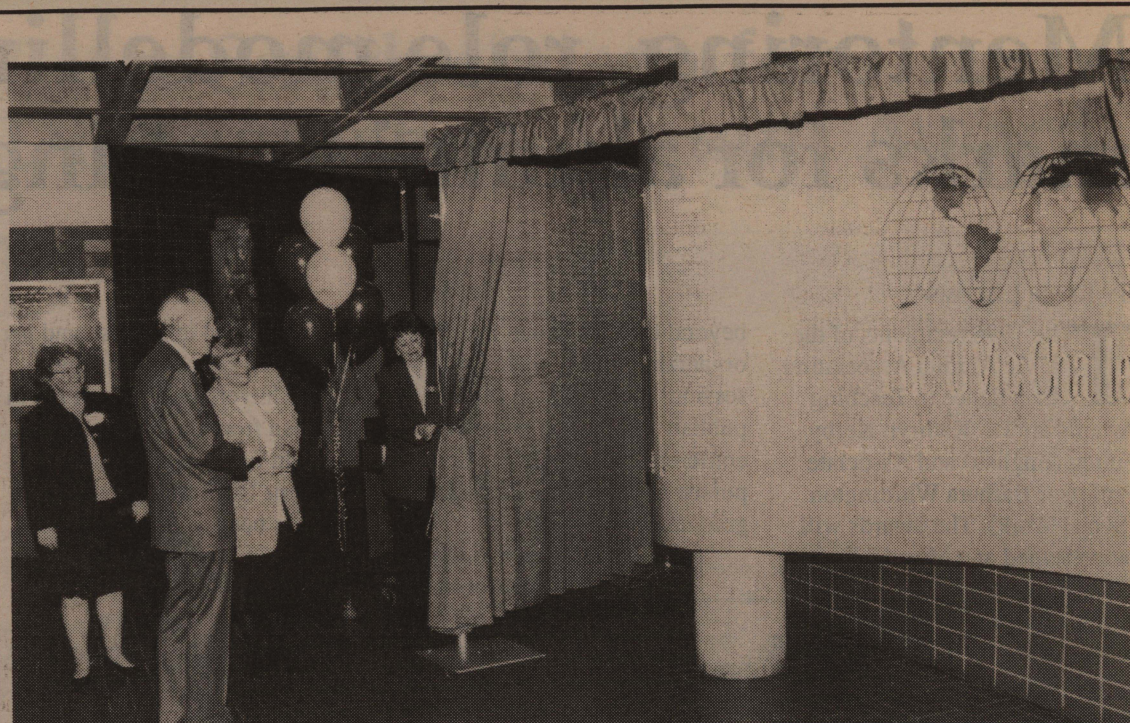
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UVic Challenge contributors honoured

The Hon. Elizabeth Cull, minister of finance and OakBay-Gordon Head MLA (left), joins Donna Thomas, national chair of The UVic Challenge (middle), in unveiling the Donor's Wall at a special ceremony April 23 in the lobby of the University Centre. The wall, which was designed by local designer Silk Questo, was built to honour the volunteers and more than 300 donors who contributed \$5,000 or more to the campaign. UVic's first national campaign brought in more than \$40 million.

BoG Notes

UVic pension plan in good shape

The following items were discussed at the regular meeting of the Board of Governors May 7:

Minor capital projects approved

A total of \$4,120,900 was approved to support the renewal, renovation and adaptation of the physical plant, to provide cyclical maintenance of the plant, including the clean-up and restoration of classrooms, most of which are in Clearihue A wing and MacLaurin D wing, to increase accessibility to students with a disability, and to provide funding for safer campus projects.

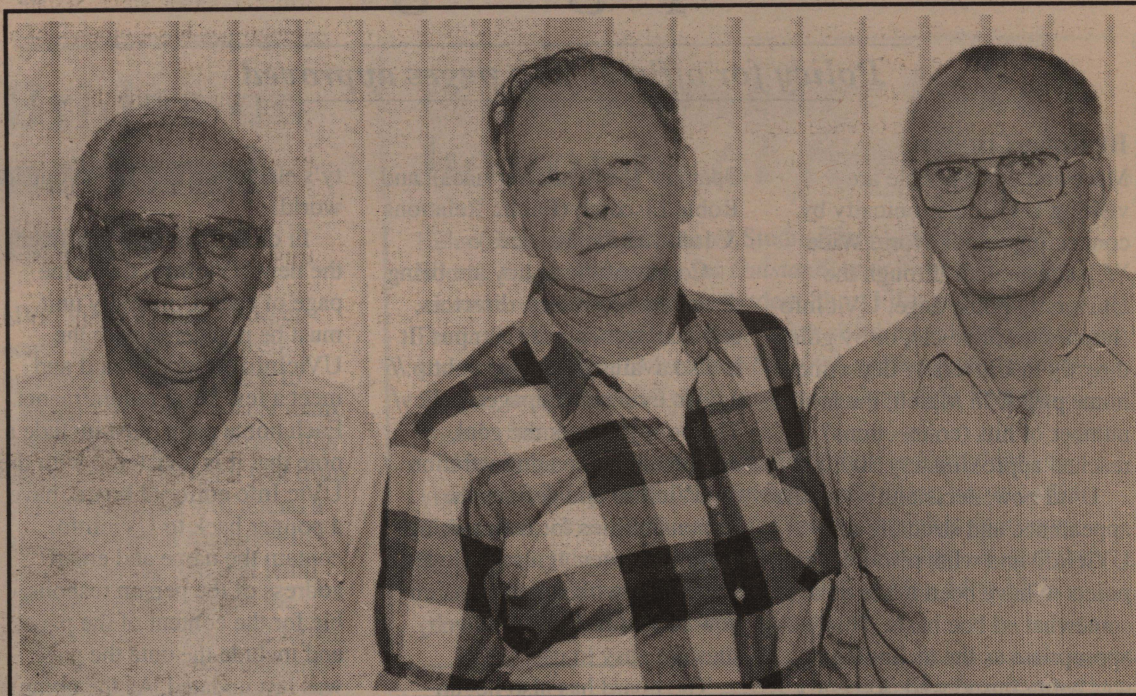
Changes to staff pension plan

The B.C. Pension Benefits Standards Branch required the University to change the definition of spouse to mean "a person of the opposite sex who at the relevant time was married to and not living apart from the other person or a person who lived with the other person as husband and wife for the two-year period immediately preceding the relevant time."

UVic pension plan in good shape
Dr. Larry Yore (Education) reported on the state of the UVic

pension fund for faculty and professional staff. The fund showed a net gain over the last year of 15.5 per cent.

Yore honoured by Board
Board of Governors chair Sandra Harper noted that Dr. Larry Yore will be stepping down from the Board after the meeting. On behalf of the Board, she formally thanked him for his contributions, saying that "it has been a richer experience for all of us to have you attend."



Facilities management veterans (left to right) Steve Colibaba, Ed Pugh, Julius Agostin were feted at a retirement party in March. The three have a collective total of 84 years of service with the University.

Facilities management trio retires

Three long-time UVic employees with a collective total of 84 years of service to the University—Julius Agostin, Steve Colibaba and Ed Pugh—retired at the end of March. For their final day of work, March 29, facilities management staff gathered at the Gordon Head Complex to give them a grand send-off party. Over his 28 years of service, Agostin worked as a janitor, window washer, and utility truck driver. Colibaba, a plumber, worked for the University for 21 years. Pugh, who retired as an electrician, was hired as a groundskeeper 35 years ago, after being interviewed by a selection committee comprised of Bob Wallace, Hugh Farquhar and Harry Hickman, all of whom—among other things—went on to serve as President of the University. He remembers as a child skating on ponds where the Student Union and Clearihue buildings now stand.

At Senate

New policy on holy days tabled

April 3 meeting

At its April meeting, Senate approved and recommended to the board the diploma program in intercultural education and training. The three-year part-time program will prepare students to work in an increasingly multi-cultural and diverse world. Participants will be professionals working or planning to work in a multi-cultural or cross-cultural environment.

Senate approved the renewal for five years of the Centre for Earth and Ocean Research and the Centre for Studies in Religion and Society and approved the 1995-96 annual report of the Senate committee on planning.

Senate also accepted the resignation of student senator Devon Kruggel who will not be in full-time studies in September. After completing the business portion of the meeting, Dr. Sam Scully, vice president academic and provost, lead a discussion by the committee of the whole of senate on the University's draft strategic plan.

Senate approved and recommended to the Board of Governors the following awards:

- City of Victoria Book Prize
- Joan Murphy Memorial Bursary
- The Henry, Anne and Harry Cathcart Bursary Fund
- Daniel Jacob Memorial Bursary.

May 1 meeting

Senate members could not reach a consensus on now to assess a failing grade at the May 1 meeting of Senate. Presented with three recommendations from the Senate Committee on Academic Standards, senators defeated the first two rendering a vote on the third one irrelevant.

In an attempt to accommodate the divergent views of all the faculties, the committee recommended that whatever percentage the instructor assigns as a failing grade be recorded on the transcript and that faculties wishing to assign a percentage lower than that currently offered for a failing grade indicate their position in the Calendar. The committee says a percentage system rather than letter grades is currently used by a majority of universities and is more understandable by granting agencies.

Currently all students achieving less than 50 per cent on a course are assessed an F—which is valued as a '0' when calculating a student's grade points average (GPA). Dr. Reg Mitchell, chair of the committee when it made the recommendations, argued that recording the percentage that a student receives in a course is a straightforward act "of recording the truth." But Dean of Social Sciences Dr. Lou Costa said a shift to percentage grading

would give students the impression that a straight calculation of marks received from their course work should equal their final grade, giving the instructor little leeway to factor in other performance aspects that contribute to a final grade. "What is the truth that we are going to be putting, with a great deal of certainty, on this transcript?" he asked.

Following the vote, Mitchell said Senate was being "unfair" to the standards committee and requested that Senate provide some guidance before asking the committee to bring forth another proposal. Costa moved that Senate not reconsider a change in the grading system until September 1998 since the funding required for new financial systems software necessary for converting student records to a new percentage system wouldn't be available until 1999. The motion was defeated and Vice-President Academic and Provost Dr. Sam Scully suggested that the committee bring several options rather than just one recommendation to Senate so that members can choose the best one.

In a related matter, Mitchell circulated a written motion requesting that Senate approve a request to the Board of Governors to allocate \$80,000 a year for three years to cover the cost of phasing in the new software required for an eventual change in the grading system. He argued the money is available but is being allocated to different areas he felt were of less importance than changes in academic regulations.

"If we wait for the money to come along, there will always be a reason for not doing this," said Mitchell. "I don't think this is an unreasonable request to put to the Board."

The motion was defeated.

A memorandum from Scully to Senate urging faculty members to accommodate students requesting absence from classes or rescheduling of exams falling on their observable holy days sparked some lively debate. The policy, asking for student and faculty co-operation in rescheduling exams and making up for lost class work, is based on a model in place at the University of Toronto for over a decade. Scully said there has been little abuse of the policy and that UVic should anticipate increased requests from students as the University attracts a more cosmopolitan population.

Mitchell expressed fears that the policy might be abused by students if the practice was formally adopted and publicized. Several student senators and Scully expressed confidence this would not happen. The policy was presented for comment and was not put to a vote. Scully will

circulate the policy to faculty.

It's likely the cut-off for admissions to Arts and Sciences will rise marginally in the fall of 1996 due to an anticipated increase in enrolment. In presenting undergraduate enrolment projections, Scully said the cut-off for high school students would be 70 per cent (above the 67 per cent minimum requirement in the Calendar) and the cut-off for college transfer students would be in the "high 60s" compared to the 60 per cent minimum in the Calendar.

Senate adopted a new Diploma in Business Administration program to be offered by the Division of Continuing Studies business and management program. The new program is designed to serve the needs of graduates of the University's Certificate in Business Administration Program and other adult learners who wish to pursue further studies in business administration. The program will go to the Board of Governors for final approval.

Senate wrapped up its meeting by giving a standing ovation to Vice-President Academic and Provost Dr. Sam Scully who is leaving his administrative position June 30 but will remain a faculty member. In a tribute to Scully, UVic President David Strong provided highlights from Scully's academic career which includes membership on Senate since 1978.

Strong remarked that Scully's expertise in Greek tragedy, morality and religion served him well on Senate since Senate sometimes has elements of all three interests.

Strong said that he was especially grateful for Scully's experience when he first became President of UVic in 1990.

"I depended on you and trusted you and I shall miss you, sir," said Strong as Senate members applauded and stood in tribute.



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outs returns

It's that time of year again, when caterpillars pitch their tents in trees, eat their hearts out, then fall to the ground, and when UVic Grounds Maintenance receives numerous calls from people who want the little critters eradicated.

According to grounds manager Tony James, tent caterpillar infestations may be unsightly, but they cause little damage to trees and only cause problems when vast numbers of the caterpillars fall to the ground and the area becomes slippery. Grounds crews will be monitoring the caterpillars, and on valuable ornamental trees and trees that are close to pedestrian traffic, will prune off the main nests when this can be done without causing more damage to the plant.

"In accordance with our pest management program, developed with advice from the Ministry of the Environment, we don't intend to do any general spraying of pesticides to control tent caterpillars," says James. "The tent caterpillars' natural population cycle is just getting past its peak, and natural predators, such as diseases and parasites, will be taking their toll, reducing the population over the next few years. Please be tolerant of this natural event and understand that we are practising eco-friendly pest control," he asks.

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Report from the Joint A Faculty Women

Equity in Practice

All departments and schools embarked in the fall of 1994 upon the task of revising the equity plans first drafted in 1991-92 after the approval of the University's Equity Policy for Female Faculty Members by the Board of Governors in 1990. According to the requirements of the Federal Contractors Program, signed by the University in 1989, all equity plans must periodically be updated, and this was the first such revision. Responsibility for overseeing it was assigned to the Joint Advisory Committee on Faculty Women's Issues (JACFWI). It proved a lengthy, onerous but interesting task. Forty-four plans were reviewed, 40 of which have been recommended for acceptance.

The committee is now ready to report to the university community on the process and would like to highlight some of the notable or more innovative features of the plans that have been accepted.

First policy aimed specifically at female faculty

Committee members felt strongly that specific examples of some of the most interesting equity initiatives for faculty women, and the way they are phrased, would provide guidance for others in the university community as they continue to enhance their present plans, or to embark upon what is for many a new procedure, that is, the implementation of the University's Equity Policy for Employees. This second policy, approved by the Board of Governors in May 1995, covers all employee groups, and all

four groups as named in the Federal Contractors Program (women, visible minorities, the disabled and aboriginal peoples). The process JACFWI was overseeing, however, related only to the first policy, as the Department of Psychology well understood: "This equity policy is specifically aimed at female faculty. Future equity policies will address equity for disabled individuals, First Nation peoples and visible minorities."

Departments take varying approaches to revisions

Departments approached the task of revision in a number of different ways. In general, the more members of the unit who were involved in re-drafting, the better. Where the task of revision was initially undertaken by only one or two people (typically in small departments), however, full consultation and revision before the document was finalized was held to be a valid way of ensuring that the plan had wide understanding and acceptance. The Linguistics plan was prepared by three women, two of whom were faculty members, "in consultation with all department members, including staff members, faculty members, sessional lecturers, graduate students and undergraduate students. Drop-in meetings were arranged for students, who were also encouraged to speak individually with the co-ordinator." "All groups received a draft report for their commentary and further input."

Larger departments characteristically established larger equity committees, some of which were mandated simply to carry out the task of revision, others of which are standing committees. Social Work's plan contains an "Ownership Statement" which reads as follows: "Studies of equity policies that have been effective, both in the Federal Contractors Program and across North America, have shown that active, informed support from senior management is essential. An active equity committee is one initiative. As well all School Council members will be asked to sign this Equity Plan in the fall and regular reports from the Equity Committee will be continued at council meetings."

There will be an annual equity report in the Department of Psychological Foundations in Education. The Faculty of Law originally set up an ad hoc committee, composed of three faculty members (two male, one female), and three students (two female, one male), to prepare a Gender Equity plan, and has since put in place an Anti-Discrimination Committee, which was made responsible for the review of that plan, and also a Dean's Women's Advisory Committee. All these are sensible ways of ensuring that equity issues do not slide from view between revisions.

Recruitment still taking precedence

The first clause of the Equity Policy for Female Faculty Members concerns the hiring of female

JACFWI recommends equity plans from 40 departments

Seventeen months and 44 plans later, the Joint Advisory Committee on Faculty Women's Issues (JACFWI) is ready to report on its review of departmental equity plans. The seven-member committee, which advises vice president Academic Sam Scully, is chaired by Dr. Anthony Welch, dean of fine arts. It is composed of three deans, the advisor to the vice president academic on faculty women's issues and three representatives from the faculty women's caucus.

The equity plans that the committee reviewed are required under the *Equity Policy for Female Faculty Members* passed by UVic's Board of Governors in April 1990. They were first drafted between 1990 and 1992 and have been undergoing a scheduled process of revision since the fall of 1994. The Equity Policy's first two objectives are to substantially increase the number of female faculty members at all ranks and in the governance of the University. The JACFWI report highlights some of the "notable or more innovative features" of the revised plans that will assist these and other goals of the policy to be realized. The committee report is printed on these two pages.

"The committee developed a good overall knowledge of the practices and plans that departments were using to implement the Equity Policy," says Scully. "They've done a thorough job of providing advice to departments and urging them to look at the effective mechanisms being used by the others. As a result of the committee's work, departments have been able to produce their own approaches and strategies that take the opportunities and needs of their particular disciplines into account."

The committee has recommended acceptance of the plans from 40 departments. Those from Biochemistry and Microbiology, Economics, Physics and Astronomy, and Public Administration have not yet been approved.

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Advisory Committee on Women's Issues

faculty and had been the main focus for many departments in their first equity plan—indeed some departments developed a separate "Recruitment Plan." In the guidelines circulated prior to this revision, JACFWI indicated that this time all nine clauses of the Policy should be equally addressed. Although many departments did deal more fully with the other eight clauses, however, recruitment still took precedence.

English and Psychology have two of the most pro-active hiring strategies

Strategies for increasing the number of women faculty varied. Most common was a commitment to ensuring that the best female candidates would always be given careful consideration. Chemistry "is committed that normal procedure will be to interview the best female candidate." Some departments, like Pacific and Asian Studies, identify the search for excellence as problematic: "people disagree over the basis for judging merit and excellence," and consider that sometimes "the interpretation of a person's merit may be unconsciously biased."

Departmental Equity Committees in several instances will be responsible for monitoring the progress of all search committees to ensure that female candidates are fairly represented on shortlists, and that search committees themselves have at least one woman. The School of Earth and Ocean Sciences noted that the documented differences in behaviors of men and women in applications and interviews were sufficient reason for the inclusion of at least one woman on a hiring committee. Biology aims to have shortlists consisting of "at least one-third women." Physical Education will examine its procedures if a qualified woman candidate has not been found, and "if it is determined that the procedures were not implemented to ensure that eligible women candidates were encouraged to apply, then the committee will advertise a second time."

English and Psychology have two of the most pro-active strategies: English has committed to six "limited hirings", that is, out of the next eight people hired, six are to be women, and also departing/retiring women are to be replaced by women. Psychology states that until parity is established "at least 50% of all new and replacement positions will be filled by women."

Junior faculty advised to protect their professional scholarly interests in face of administrative pressures

As regards women in governance, the general opinion was that in the junior ranks, faculty must first protect—and be advised by Chairs and senior faculty that they should protect—their own professional interests. Many departments noted with concern that, as Hispanic and Italian Studies put it: "as there are only 28 per cent female faculty, there is considerable pressure on them to sit on a myriad of committees. This pressure can be counter-productive to their career progress as this University still sees career progress primarily in terms of scholarly output." The question of adequate recognition for administrative duties raised here (applicable, of course, to men as well as women) arose frequently in this context. Some departments, such as Nursing, committed to consider such "service contributions" in re-appointment, tenure, promotion and salary decisions, but overall there were no very helpful specifics about how this was to be done.

Maternity leave and care of dependents considered in some tenure decisions

As regards career patterns, there was considerable variety in the response, from a fairly standard recognition that maternity leave requires a stopping of the tenure clock, and that scholarly publication must not be expected during such a period, to a more imaginative and broader interpretation. The Department of History pointed out that stopping the tenure clock should be a possibility where the elderly or other dependents, not just infants, were involved. This plan also suggested that the option of moving between part-time and full-time positions, as family responsibilities might dictate, be made available to untenured as well as tenured faculty. Many departments pointed out that family care is a vital issue for both sexes.

Feminist scholarship requires more attention

While some departments are pro-actively reconsidering feminist scholarship in their curriculum reviews, this is one aspect of the Equity Policy which has yet to receive the attention it deserves.

Dropping percentage of female students concerns Computer Science

The policy's final clause, which deals with increasing the opportunities for women to complete graduate studies, also prompted other concerns about equity for female students. Computer Science noted that its most pressing equity problem was "the dropping percentage of females in the undergraduate program," which it considers "a national and societal issue." It has undertaken to conduct a survey to obtain data on the reasons. A number of departments have designated a female, or one female and one male, faculty members to act as equity advisors for faculty and/or students.

JACFWI commends growing acceptance of equity among faculties

JACFWI would like to commend all those who participated in these revisions. Many departmental plans now show considerably more understanding of and commitment to equity than they did the first time around. Despite the difficulty which some faculty have with the principle of equity and how it is to be applied, the academic community is evidently becoming more able and willing to accept equity not only as a legal obligation but also as a daily responsibility.

JACFWI Membership 1994-96

Current members

Laurie Baxter (96-)
Ian MacPherson (94-)
Alison Preece (94-)
James Provan (94-)

Judith Terry* (94-)

Anthony Welch, Chair (94-)

*advisor to the vice president
academic on faculty women's issues

Past members

Marilyn Callahan (94-95)
Genni Eden (95-96)
Sneja Gunew (94-95)
Clare Porac (94-95)

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Students flex their technological muscles

By PATTY PITTS

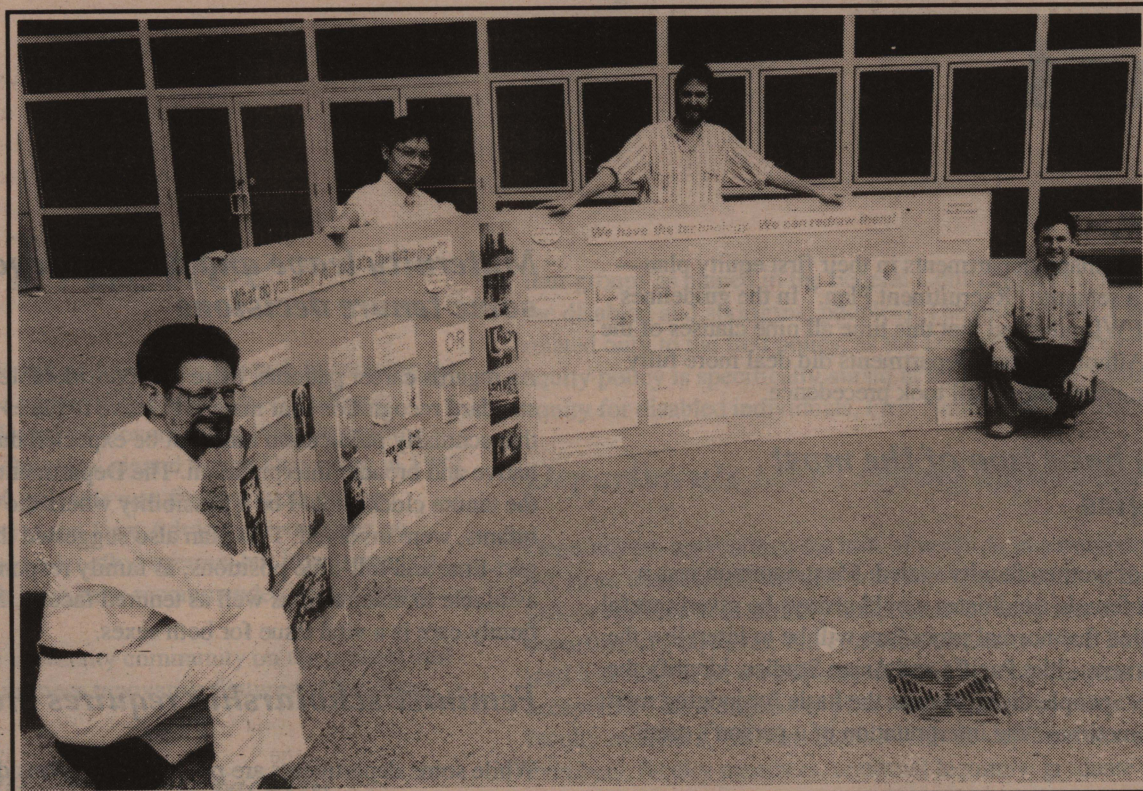
What do an eight-storey building, Tutankamen's death mask and a nuclear power plant have in common? They could all be reproduced efficiently and accurately by computer according to a proposal by mechanical engineering students Dean Addison, John Leung, Jason Szabo and Geoffrey Vanderkooy, presented at the recent Advanced Systems Institute (ASI) exchange day in Vancouver.

Their 16-foot foam core poster presentation, whimsically entitled "What Do You Mean, Your Dog Ate Your Drawings?" was one of the UVic entries that swept six of the 10 \$200 cash prizes presented at the exchange day. The ASI Exchange gives graduate students the opportunity to display their research and meet representatives from the province's high tech companies.

The mechanical engineering students devoted three days each to their entry which proposes using overlapping photographs and math theories to recreate objects instead of the traditional, and sometimes impossible, method of measuring and drawing by hand.

"You walk around, take pictures, find common lines, make your calculations and let a computer do it in a few hours," says Vanderkooy.

The process, if proven, would be especially useful to companies doing renovations for installation of new equipment or technology. It would save a costly and time-consuming re-measuring of the entire plant. Instead, the required changes could be done on a computer



PATTY PITTS PHOTO

A 16 foot long poster that combined whimsy and hard science won these mechanical engineering students one of six awards presented to UVic at the recent Advanced Systems Institute exchange day. From the left, Jason Szabo, John Leung, Geoff Vanderkooy and Dean Addison flank the project that took 12 days to produce.

model of the facility. Vanderkooy and Leung are basing their master's theses on aspects of their project. Addison, also a master's student, already operates his own environmental information technology company while Szabo is taking a leave from a consulting position to pursue a PhD.

Mark Douglas, a PhD student in electrical and computer engineering, was an award-winner for his poster on the interaction between wireless communication and the human body. He is currently designing antennae for cellular phones which minimize the amount of radiation absorbed in the body,

particularly in the head.

Mark Ellens, a master's student in mechanical engineering, won an award for his poster on "Bike Net," the network of postage-stamp size computers mounted on a bike that measures the bike's performance along a

trail. The network is connected by a single cable leading to a radio link on the bike that transmits data collected during the ride to a laptop computer.

Mechanical engineering graduate students Judy Stylianou and Kamran

Behdinan won for their poster on finite element analysis (FEA), a numerical technique for solving engineering problems. The object or model to be studied is subdivided into a finite number of small "elements" and each element's contribution to the object's stress distribution, heat transfer, fluid flow, vibration or electromagnetic characteristics is evaluated. Manufacturing processes use FEA to fine-tune and evaluate designs before costly prototypes are built, saving time and money.

Other winners from mechanical engineering were PhD candidate Rick Driscoll whose poster and video outlined his research into lessening the effect ship movement has on the remotely operated vehicle (ROV) connected to it by up to five kilometres of cable. ROV's are useful for scientists studying deep sea vents or deep ocean geology and for making cable repairs and underwater inspections. Fellow grad students Jeff Stanway and Jim Wright won for their work on a computer simulation of a structurally flexible robot, a much more difficult task than simulating a rigid robot.

Award-winning designs ease illness and disability

Prototypes include breakthrough technology

By PATTY PITTS

UVic mechanical engineering students swept one category and placed in the top three in a trio of other categories at this year's "Solutions 96" competition in Vancouver. The event, sponsored by the Science Council of B.C. and B.C. Rehab and open to students in post-secondary institutions throughout the province, focuses on designs for devices that assist persons with disabilities or illness. The awards and the winners are:

Two-speed Wheelchair Hub—First place in the transportation category went to Andrew Williams, Christopher Owen, Adam Robertson, Jeremy Lindstrom, Christian Des Maze. Operators of manual wheelchairs frequently find it difficult to go up inclines or ramps. This breakthrough development makes it much easier. Until now, wheelchair manufacturers have not been able to give those in manual wheelchairs the option of a two-gear system.

Convertible Walker/Wheelchair—Second place in the transportation category was awarded to Taco Niet, Keith Bowers, Darren Hove and Brian Knoke. Wheeled walkers are so popular and effective that users sometimes don't realize they've walked too far and lack the energy for the return trip. Some walkers have seats, but they are not sturdy enough to hold a passenger while another person pushes the walker. These students developed a rugged walker that converts to a wheelchair if the user runs out of energy and needs a push home.

HandyDART Access Improvement—Third place in the transportation category went to Reo Phillips, Reuben Meikle, Kelly William and Johnny Kong. Passengers in wheelchairs are lifted into the HandyDART but other passengers have to climb in through the vehicle's side door. Working in co-operation with BC Transit, these students have designed a removable step and handrail system to make it easier and safer for people with mobility restrictions to board the bus.

Slumber Guard Portable Bed Rail—First place in the personal care category was won by Robert Christie, Matthew Kari, David Pasquill, Murray Peart and Paolo Sinats. These students worked in co-operation with the Victoria Hospice to develop a safety device for palliative care patients who have returned home. Though bedridden, these patients are frequently restless in the final stages of life. Slumber Guard can be fitted onto a regular box spring to prevent a patient from tumbling out of bed but can also be released by the patient if he or she wishes to get up.

Cloth Wringer—Second place in the personal care category went to Douglas Kong, Henry Ho, Debbie Ye and, Paul Hamaguchi. For people with arthritis the simple act of wringing out a cloth can be difficult and painful. Users of this hand-held wringer activate it simply by leaning backwards.

I.V. Support Table—Third place in the medical devices category went to James Cox, Michael Perry, Jared Shutt and Thomas Watson. Thirty per cent of the people requiring I.V. at Victoria's Royal Jubilee Hospital's nuclear medicine facility use a wheelchair, making it difficult for medical staff to administer an I.V. correctly. This device is attached to the wheelchair and suspends the patient's arm comfortably making it easier for staff to administer an I.V.

Head-Operated Piano Pedal—Third place in the leisure category was awarded to Wendy MacDonald. This device enables skilled pianists who use wheelchairs to activate the piano's sustain pedal by simply nodding their heads.

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Harassment? Unethical interview questions? New video helps co-op students handle tough situations

BY DAVE CLEMENTS

Ashley, a co-op student, is interviewing for a job as a technical writer for a chemical company. Last summer, she did the same job for one of the company's competitors and she has decided she would like a career in technical writing.

The interview goes well until the employer discovers Ashley has worked on a confidential project to use a new biological enzyme. He asks her to reveal the confidential information, but she is reluctant.

"Just answer this question and you get the job," the interviewer tells her. Ashley bites her lip, unsure of what to do.

This incident is one of eight vignettes on a new video put out by the office of the director of UVic co-operative programs. Titled *Critical Incidents in the Workplace 1*, it is designed to help first-time co-op students anticipate and deal with problems in interviews and on-the-job. The video is accompanied by a facilitator's guidebook which contains suggested questions to encourage participants to analyze and discuss these work-related challenges.

Each three to four minute vignette highlights a different aspect of conflict in the workplace. In addition to interview skills, the video addresses harassment concerns, misuse of company computers, and other workplace issues, like forced overtime and conflicting visions of a project.

The dramatized incidents were culled from the real experiences of UVic co-op students. They have been adapted to protect student and employer anonymity.

"The focus is on teaching negotiation and conflict resolution," engineering co-op co-ordinator Audrey McFarlane explains. "It also stresses looking at things objectively and not subjectively."

"It's another resource for co-op co-ordinators to use in orienting new students," McFarlane says. "The video is a helpful addition to printed course materials."

The videotapes are not geared to provide quick solutions to these conflicts, but to prepare students for what *could* occur and suggest guidelines for action, McFarlane says.

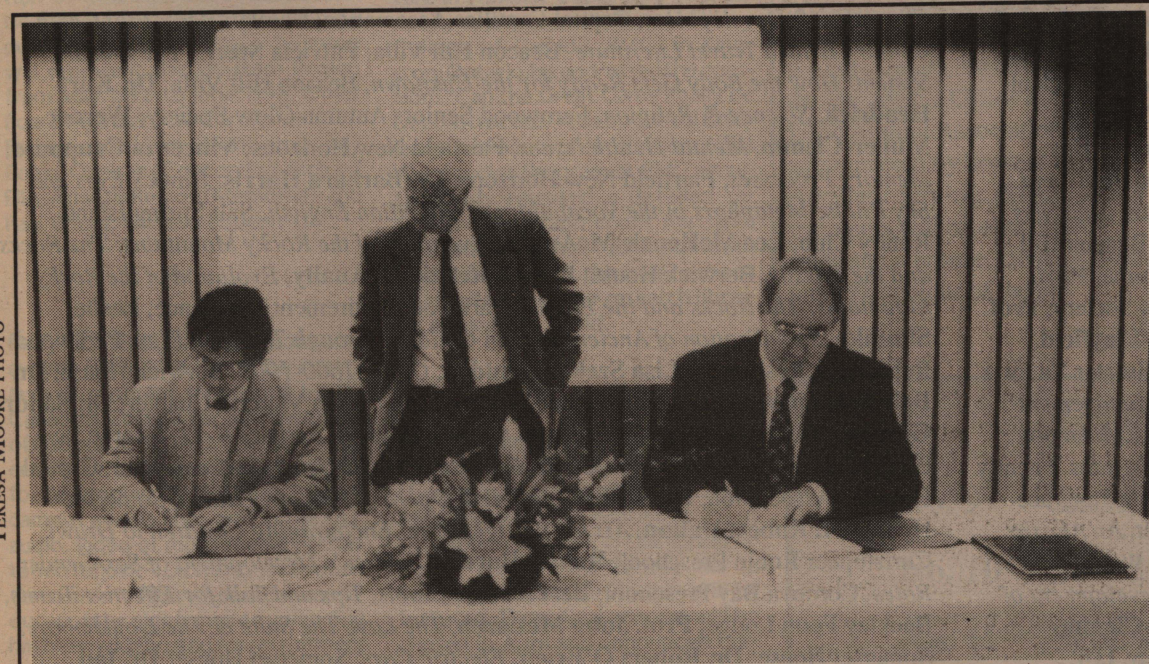
"This is just a small sampling of what could happen to a student," she says. "The answers aren't necessarily there, but the students can think about them, and be aware that these incidents can occur."

Co-op began the project in March 1995. After completing scripts, UVic theatre students were brought on board to do the bulk of the acting. Filming took place on campus last summer, but final editing and production were not completed until early this year.

The tape has already been used as a "catalyst for discussion" in last year's engineering co-op orientation. It will be used in other orientations this fall.

McFarlane also presented the video and guidebook at the Canadian and American Co-operative Association meeting in Toronto April 28 - May 1.

The *Critical Incidents In The Workplace 1* videotape and guidebook is available from the Office of the Director of Co-operative Programs for \$130.



UVic expands presence in Asia

UVic President David Strong (right) signs an academic co-operation and exchange agreement with Dr. Suman Sakolchai (left), vice president for international relations at Khon Kaen University in Thailand at a signing ceremony April 22 in the Senate Chambers. Associate Vice President Academic John Schofield (middle) looks on. The agreement allows for student and faculty exchanges and will open up opportunities for collaborative research. The agreement will be reviewed after five years. UVic has the largest presence of any North American university in Thailand.

Cruise night offers two options

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Learn more about the magnificent trip at the association's Cruise Night at the UVic Faculty Club May 29 at 7:30 p.m. For more information contact Edith Knott at 656-5357.

Across the Country

Number of women employees at U of Calgary drops—

Although the University of Calgary hired its largest-ever percentage of women academics last year, the overall percentage of women employed at the university has dropped 1.2 per cent during the past five years, according to university employment equity figures.

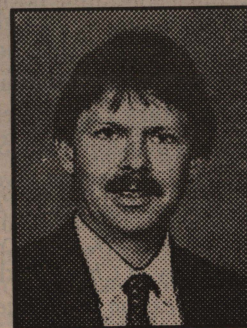
Forty-two per cent of academics hired in 1994-95 were women however, women accounted for 51 per cent of employees who left the university. A large number of retirements, lay offs and resignations among clerical workers, where there is a large percentage of women, is one reason for the drop. Twenty-one per cent of terminations among instructors and professors were women. During the five-year span 1990-1994, the percentage of women working full time decreased from 47.1 to 45.9 per cent, slightly below the provincial (46 per cent) and local (46.6 per cent) percentages but the same as at the national level—*Gazette, University of Calgary, March 25, 1996*

Search begins for new president at UBC—

A 19-member presidential search committee has begun the search for a new president. UBC President David Strangway completes his second six-year term in June 1997. The committee has issued an open letter to the university community asking faculty, students, staff and alumni for their views on what crucial issues will affect the "scope and nature of the Office of the President in the years ahead". The position will be widely advertised both in Canada and abroad and the committee is expected to make its recommendation to the Board of Governors by January 1997—*UBC Reports, April 18, 1996*

U of T major contributor to Toronto economy—

The University of Toronto, Canada's largest university and the fifth largest in North America, attracted almost one billion dollars to the Greater Toronto economy in 1993-94. It is the 11th largest employer in the Toronto region, according to the university's newspaper, *The Bulletin*—*April 8, 1996*



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The following members of the UVic Speakers Bureau addressed community groups this year.

January 1-31, 1996: Kathy Absolon, *Aboriginal Issues*, Saanich Kiwanis; **Dr. Robert Anthony**, *How Do I Help My Child in Elementary School?* Gonzales Preschool Parent Education; **Dr. Elizabeth Archibald**, *The Arthurian Legend*, English Speaking Union; **April Katz**, *Wills & Estates*, Victoria Women in Travel; **Dr. Louis Hobson**, *The Biological Oceanography of Saanich Inlet; An Anoxic Fjord*, Victoria Natural History Society-Marine Group; **Dr. C.J. Pritchett**, *Observatories Around the World: Telescopes of Hawaii & Chile*, Greater Victoria Public Library; **April Katz**, *Wills & Estates*, Victoria Golden Rods & Reels Society; **Dr. Robert Dalton**, *Popular Myths About Art & Artists*, Cubbon Adult Day Care Centre; **Prof. Hamar Foster**, *Aboriginal Land Claims*, The Kensington Retirement Residence; **Dr. Jon Muzio**, *World of Tomorrow-Future Uses of Computers*, Parkwood Retirement Residence; **Dr. Thomas Bredohl**, *Holocaust, Uses of Computers*, Parkwood Retirement Residence; **Dr. Robert Anthony**, *How Do I Help My Child in Elementary School?* Deep Cove Parent Advisory Council; **Prof. John McLaren**, *The Law, The State and The Doukhobors*, Kiwanis Club of Sidney & Peninsula; **Dr. Harvey Buckmaster**, *Conserver Societies*, Spectrum Community School; **Prof. Hamar Foster**, *Aboriginal Land Claims*, Victoria Imperial Lions Club; **Dr. Bob Bell**, *Stress & Aging*, Ukrainian Canadian Professional & Business Association; **Bert Annear**, *Tools, Tips and Talk for Effective Teams*, Services for People and Mental Handicaps (MSS); **Dr. Bob Bell**, *Lifestyles and Aging*, Kiwanis Club of Victoria; **Dr. Mary Louise Reilly**, *Women & Depression, Anxiety Stress & Relaxation*, Sincerely Happy Association of Retired Persons; **Dr. Colin Bennett**, *The Rights & Responsibilities within BC's New Access to Information Act*, Craigflower Women's Institute; **Dr. Don Knowles**, *Loss & Loneliness in Adolescence*, Military Family Resource Centre; **Dr. Richard Backus**, *Back Rehabilitation in Adolescence*, Military Family Resource Centre; **Dr. Orville Elliott**, *Life in Southeast Asia: Malaysia and Singapore*, Victoria Schizophrenic Support Society; **Kathy Absolon**, *Unlearning Racism*, Beacon Hill Villa; **Dr. Frances Ricks**, *Families: How They Work and Don't*, Esquimalt Neighbourhood House; **Dr. Kurt Headrick**, *Science & Religion*, Victoria Schizophrenic Support Society; **Dr. Elizabeth Pittaway**, *Elder Abuse*, University Women's Club of Victoria.

February 1-28, 1996: **Dr. Chris Thomas**, *Victoria Architectural History*, Greater Victoria Public Library; **Dr. Werner Liedtke**, *Fostering the Development of Number Sense in Early Childhood*, Lansdowne Coop Preschool; **Dr. Ian MacPherson**, *Settling the West*, Prairie Night at Centennial United Church; **Dr. Paul Thomas**, *Dreams of Destiny*, Ukrainian Canadian Professional & Business Association; **Dr. Bob Bell**, *Lifestyles and Aging*, Ministry of Education; **Dr. Mary Louise Reilly**, *Women & Depression, Anxiety Stress & Relaxation*, Victoria Schizophrenic Support Society; **Patty Pitts**, *Transition House*, Berwick House; **Dr. Ian J. Cameron**, *Evaluation & Reporting: What Should Schools be Telling Parents?* Strawberry Vale Parent Advisory Council; **Dr. Cary Goulson**, *Two Months in China: At School, At Work, At Play*, Parkwood Retirement Residence; **Dr. Ralph Huenemann**, *Economy of China*, Parkwood Retirement Residence; **Lara Lauzon**, *For the Wellth of It-A Session on Wellness*, Claremont Secondary School; **Dr. Lily Dyson**, *Parenting Preschool Children*, Cordova Bay Preschool; **Dr. C. J. Pritchett**, *Mountain Climbing in the Arctic-The Mountains and Glaciers of Greenland and Baffin Island*, Beacon Hill Villa; **Dr. Bob Bell**, *Lifestyles and Aging*, Golden K Kiwanis Club; **Dr. Thomas Bredohl**, *Holocaust*, Beacon Hill Villa; **John Newcomb**, *Development in Costa Rica*, Hart House Rest Home; **Prof. Hamar Foster**, *Aboriginal Land Claims*, Victoria Golden Rods & Reels Society; **Prof. Andrew Pirie**, *Mediation & Negotiation*, Pearson College; **Dr. Margie Mayfield**, *Travels in Tibet*, Somerset House; **Prof. Ted McDorman**, *Free Trade*, Greater Victoria Kiwanis Seniors; **Prof. Sanghoon Nam**, *Cross-Cultural Difference in Management Practices*, International Programs-Faculty of Business, UVic; **Dr. Peter E. Murphy**, *Tourism: A Sustainable Development Industry for B.C.*, International Programs, Faculty of Business, UVic; **Dr. Kurt Headrick**, *Science & Religion*, Growing Old Disgracefully; **Dr. Louis Hobson**, *The Biological Oceanography of Saanich Inlet; An Anoxic Fjord*, Somerset House; **Paul Hopkins**, *Gdansk: Poland's Portal to the World*, Fernwood Seniors Autumn Glow Society; **Robert Buren**, *Children's Development of Sex/Gender Roles*, Oak Bay Parent Owned Preschool; **Werner Muller-Clemm**, *Environmental Psychology*, Kiwanis Club of Greater Victoria Seniors; **Dr. Ian Cameron**, *Conflict in a School District*, Salt Spring Island Rotary Club.

March 1-31, 1996: **Dr. Barbara Harris**, *Commonwealth English*, Royal Commonwealth Society; **Dr. Don Knowles**, *Imaginative Play of Young Children*, Metchosin Coop Preschool; **Dr. Margie Mayfield**, *Travels in Mongolia*, Greater Victoria Public Library; **Dr. Don Knowles**, *Imaginative Play of Young Children*, Lansdowne Coop Preschool; **Dr. Rick Bell**, *Motor Development in Children*, Moms Meeting Moms; **Dr. Barbara Harris**, *Importance of Being Generous: Being an Organ Donor*, Ukrainian Canadian Professional & Business Association; **Dr. Elizabeth Pittaway**, *Elder Abuse*, Victoria Golden Rods & Reels Society; **Dr. Peter J. Murphy**, *Parenting Preschool Children*, Military Family Resource Centre; **April Katz**, *Wills & Estates*, Ministry of Education; **Dr. Robert Dalton**, *Art for Refrigerators: Encouraging Children to Draw*, Cordova Bay Preschool; **Dr. Harvey Buckmaster**, *Backpacking in the Canadian Rockies*, Oak Bay Lodge Adult Day Care Centre; **Dr. Louis Hobson**, *The Biological Oceanography of Saanich Inlet; An Anoxic Fjord*, The Kensington Retirement Residence; **John Newcomb**, *A Canadian Living in Peru*, Oak Bay Kiwanis Pavilion; **Bert Annear**, *Tools, Tips and Talk for Effective Teams*, Claremont Secondary School; **Dr. Chris Thomas**, *Victoria Architectural History*, Victoria Women's Newcomers' Club Day Group; **Joanne Thomas**, *UVic Coop Programs*, Greater Victoria Kiwanis Seniors Club; **Dr. Harald Krebs**, *Classical Music*, Beacon Hill Villa; **Dr. Harald Krebs**,

Classical Music, Berwick House; **Dr. R. N. Obrien**, *Electric Cars*, Probus Club of Saanich, B.C.; **Lee McKenzie McAnally**, *Elephants and Camels: The Exotic Animals of the Ancient Plains*, Hart House Rest Home; **Dr. Werner Liedtke**, *Fostering the Development of Early Childhood*, Gorge Tillicum's Mom's Group; **Darren Kruisselbrink**, *Acquiring Sport Skills (The Psychology of Learning)*, Shoreline Jr. Secondary School; **Dr. Ralph Huenemann**, *Trade with China*, Greater Victoria District Retired Pharmacists Organization; **Tracey O'Sullivan**, *Wellness in the Workplace*, Island Community Home Support; **Tim Babcock**, *Any Managerial Topics Covered by MBA Programs*, Capital Family Association; **Dr. Lily Dyson**, *Childhood Stress*, Gorge Tillicum's Mom's Group; **Barbara Reul**, *Early Music Performance Practice*, Beacon Hill Villa; **Vincenza Gruppuso**, *Memory Processes*, Berwick House; **Werner Muller-Clemm**, *Mental Health Issues*, Our Club; **Prof. Ted McDorman**, *Ocean Law Policy*, Somerset House; **Patricia Steele**, *The Immune System: How the Body Gets Ready for the Unknown*, Fairfield New Horizons; **Dr. Paul Fisher**, *Internet Information "Superhigh-way"*, New Dimensions Alternative School; **Dr. Bob Bell**, *Aging & Physical Aspects*, Salt Spring Island Rotary Club; **Paul Hopkins**, *The Esperanto Language Movement: A Little Known Story of Success*, Kiwanis Club of Sidney & Peninsula; **Lisa Szeker-Madden**, *Opera 1600-1900*, Parkwood Retirement Residence; **Dr. Orville Elliott**, *Mexican Holiday and Escape to Mayan Ruins*, Central Care Home; **Dr. Lily Dyson**, *Childhood Stress*, Rockheights Parents Advisory Council; **Dr. David Docherty**, *Wellness & Healthy Living*, Ministry of Social Services; **Maria Barnes**, *Workplace Issues*, Our Club Society.

April 1-30, 1996: **Dr. Elizabeth Pittaway**, *Elder Abuse*, Island Community Home Support Service; **Dr. Carol Stuart**, *Children's Anger Management*, Northridge Elementary School; **Gillian Croft**, *Parenting Skills: Using Consequences*, Moms Meeting Moms Group; **Dr. Sandra Gibbons**, *Development of Self-Esteem through Physical Activity (K-12)*, Gorge Tillicum's Mom's Group; **Dr. Margie Mayfield**, *Travels in Tibet*, Oak Bay Kiwanis Pavilion; **Darren Kruisselbrink**, *Mental Skills Training (The Psychology of Performance)*, Shoreline Jr. Secondary School; **Tracey O'Sullivan**, *Health & Fitness*, Shoreline Jr. Secondary School; **Dr. Radhika Desai**, *Indian Women's Movement*, Fernwood Seniors Autumn Glow Society; **Leslie Shumka**, *General Aspects of Children & Childhood in Greco-Roman Antiquity*, Cowichan Valley Medical Society; **April Katz**, *Wills & Estates*, Greater Victoria Kiwanis Seniors Club; **Dr. Kathie Black**, *Technology in Education*, Strawberry Vale Parent Advisory Council; **Dr. Margie Mayfield**, *The Travelling Woman: Why & How*, Victoria's Women's Newcomers' Club; **Judy Caldwell**, *Implicit Memory/Explicit Memory Attention and Personal Names*, Victoria Golden Rods & Reels Society; **Dr. Anne Marshall**, *Parents' Role in Career Education & Development*, Capital Families Association; **Shailoo Bedi**, *Eighteenth Century British Travel Literature*, Beacon Hill Villa; **Patricia Steele**, *The Immune System: How the Body Gets Ready for the Unknown*, Beacon Hill Villa; **Dr. Kurt Headrick**, *Science & Religion*, Fernwood Seniors Autumn Glow Society; **Werner Muller-Clemm**, *Mental Health Issues*, Fairfield New Horizons; **Vincenza Gruppuso**, *Memory Processes*, Fairfield New Horizons; **Dr. Barbara Harris**, *Hawk's Eyes and Sky Pilots: Metaphors in the Vocabulary of Canadian English*, Salt Spring Island Rotary Club; **Lee McKenzie McAnally**, *Evolution of the Rocky Mountains: The Rocks and the Fossils*, Berwick House; **Lee McKenzie McAnally**, *Evolution of the Rocky Mountains: The Rocks and the Fossils*, Parkwood Retirement Residence; **Leslie Shumka**, *Socialization of Ancient Roman Children through Toys and Play*, Parkwood Retirement Residence; **Lisa Szeker-Madden**, *Opera 1600-1900*, Berwick House; **Dr. Bob Bell**, *Lifestyles & Aging*, United Ostomy Association Victoria Chapter; **Dr. Sandra Gibbons**, *Development of Self-Esteem through Physical Activity K-12*, George Jay Elementary School; **Gillian S. Croft**, *Parenting Skills: Using Consequences*, Capital Families Association; **Dr. Sheila Rabillard**, *Opera & Modern Drama*, Somerset House; **Dr. Robert Dalton**, *Art for Refrigerators: Encouraging Children to Draw*, Christopher Robin Preschool; **Robert Buren**, *Children's Development of Sex/Gender Roles*, Cordova Bay Preschool; **Bert Annear**, *Tools, Tips and Talk for Effective Teams*, Beckley Farm Lodge; **Prof. John McLaren**, *The Law, The State & The Doukhobors*, Somerset House; **Dr. Robert O'Brien**, *Electric Cars*, Somerset House; **Dr. Ian MacPherson**, *Settling the West*, The Kensington Retirement Residence; **Dr. Cary Goulson**, *Two Months in China, at School, at Work, at Play*, Parkwood Retirement Residence; **Dr. C. J. Pritchett**, *Observatories Around the World: Telescopes of Hawaii & Chile*, Beacon Hill Villa; **Dr. Bob Bell**, *Stress & Aging*, Eldercollege Annual Meeting; **Gillian Croft**, *Effective Communication Skills*, Arbutus Jr. Secondary School Parent Advisory Council; **Dr. Bill Zuk**, *More than meets the Eye—Subliminal Perception and Advertising Art*, Laurel Enterprises; **Pat Steele**, *The Immune System: How the Body Gets Ready for the Unknown*, Kiwanis Club of Greater Victoria Seniors; **Tracey O'Sullivan**, *Health & Fitness*, Belmont Sr. Secondary; **Mark Douglas**, *Designing Mobile Communications*, Kiwanis Club of Sidney & Peninsula; **Dr. Robert Gifford**, *What is Environmental Psychology?* Laurel Enterprises; **Werner Muller Clemm**, *Environmental Issues*, Parkland School; **Werner Muller Clemm**, *Environmental Issues*, Harmony Foundation.

May 1-10, 1996: **Dr. Jon Muzio**, *World of Tomorrow-Future Uses of Computers*, Life Saving Society; **Dr. John Esling**, *Learning Other Languages*, Parkwood Retirement Residence; **Lee McKenzie McAnally**, *Marine Mammal Fossils of Vancouver Island*, Kiwanis Club of Sidney & Peninsula; **Lisa Szeker Madden**, *Opera 1600-1900*, Cowichan Valley Music Teachers' Association; **Prof. David Cohen**, *Environmental Marketing*, Harmony Foundation.

CALENDAR

ALL EVENTS ARE FREE UNLESS OTHERWISE INDICATED. SUBMISSION DEADLINE FOR THE NEXT ISSUE IS MAY 28.

ATHLETICS **E**XHIBITIONS **F**ILMS **L**ECTURES **M**USIC **R**ECREATION
THEATRE **W**ORKSHOPS & **C**ONFERENCES **O**ther

CONTINUING

E *Forced Exit. Special Feature of the Holocaust Education Symposium of 1996.* Through to May 31, 1996. A. Wilfred Johns Gallery, MacLaurin Building. Info 384-7985.

Friday, May 10

F 7:00 & 9:40 p.m. *Mr. Holland's Opus.* Stephen Herek (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

M 8:00 p.m. *Greater Victoria Youth Orchestra.* 10th Anniversary Concert. \$8-\$12 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Saturday, May 11

F 7:00 & 9:40 p.m. *Mr. Holland's Opus.* Stephen Herek (USA, 1996). \$4-\$6 at door. SUB Theatre. Info 721-8365.

Sunday, May 12

F CINECENTA CLOSERS FOR SUMMER. REOPENS AUGUST 25, 1996. Info 721-8365.

Wednesday, May 15

W 5:00 p.m. *Voices of Hope: Echoes of Women's*

Spirituality. Hosted by the Interfaith Chaplaincy, Div. of student & ancillary services, & the Centre for Studies in Religion and Society, UVic. Univ. Centre. Costs & Info 721-8470.

Tuesday, May 21

L 7:30 p.m. *Career Planning for Youth: Changing Themes for Changing Times.* Lansdowne Public Lecture. Dr. Bryan Hiebert, University of Calgary (Psychological Foundations in Education). Begbie 159. Info 721-7799.

Thursday, May 23

L 8:00 p.m. *Speech Acts in the Icelandic Sagas.* Beck Public Lecture. Professor Thomas Bredsdorff, University of Copenhagen (English). Clearihue C305. Info 721-7236.

Friday, May 24

L 3:30 p.m. *B.C. Ministry of Health Information Standards Council.* Jim Coward, Ministry of Health. (School of Health Information Science). Human & Social Development A250. Info 721-8814.

Saturday, May 25

O 5:00 p.m. *Veselka Dancers.* 25th Anniversary Performance. \$7.50-\$10 at Univ. Centre box office. Univ. Centre Auditorium. Info 721-8480.

Wednesday, May 29

O 7:30 p.m. *Amazon & Caribbean Islands Cruise information night* at the Faculty Club on cruise departing January 2/97 sponsored by the UVic Alumni Travel Program. Info Edith Knott 656-5357.

RINGERS

University Librarian **Mamie Swanson** has been elected to the Board of Directors of the Canadian Association of Research Libraries/Association des bibliothèques de recherche du Canada (CARL/ABRC). Swanson will represent the Western Region from May 1996 to June 1998. Other Board members are Carolynne Presser, president (Manitoba); Roy Bonin, Quebec (Concordia); Richard Ellis, Atlantic Region (Memorial); and Paul Wiens, Ontario (Queen's).

Dr. Paul Thomas (Education-Social and Natural Sciences) recently delivered the Annual Distinguished Lecture in Political Geography to a capacity audience at the Royal Military College of Canada (RMC) in Kingston, Ontario. He addressed the question: "Can the Great Game Really be Deconstructed? A Geopolitical Challenge for Philosopher-Warriors." The War Studies Program at RMC simultaneously released a detailed research monograph under the same title and authorship. Published in both English and French, this item has been distributed to major research libraries around the world.

Patty Pitts (PRIS) has won two bronze awards in the 1996 Prix d'Excellence awards program sponsored by the Canadian Council for Advancement of Education (CCAEE). She won in the creativity on a shoestring category for developing 721-UVIC, the 24-hour campus events line, and in the best audio, video or multi-media presentation for UVic—Excellence, Innovation, Commitment. Pitts was executive producer of the eight-minute video that has been widely used for recruitment and development purposes as well as an introductory aid for international visitors and a souvenir for guests and students. **Murray Edwards** (Continuing Studies) produced the video. The video was funded by Development and External Relations.

W.D. Valgardson (Writing), author of the children's book *Thor*, has been chosen as a finalist for the *Hungry Mind Review* 1996 Children Books of Distinction Awards. In the spring issue of *Hungry Mind Review*, the 12 books of distinction finalists will be featured. Three final winners will be chosen in April and announced during the summer. Valgardson's second children's book, *Sarah and the People of Sand River* has been purchased by the publishing house Eriksson and Lindgren.

New Awards shine spotlight on students

Nominations are still being sought for a new awards program that will honour UVic students who excel both inside and outside the classroom. The Blue and Gold Circle of the University of Victoria will recognize the contributions students make in promoting and developing the quality of life on campus and in the community. Sponsored by the President's Office and the UVic Alumni Association and administered by Student and Ancillary Services (STAS) award recipients will receive certificates and a bronze, silver or gold pin. (The colour of the pin

signifies the number of times a student receives an award.) The awards will be presented annually at a reception held in late October.

Both graduate and undergraduate students must meet academic and course load requirements and have made outstanding contributions to the University and/or the community of Greater Victoria. Students who are involved in activities such as athletics, performing arts, student clubs and organizations, residence life and community organizations are all eligible. Nomination

forms, available in the STAS office in the University Centre (second floor), must be signed by at least two individuals and include a summary of the student's achievements and a letter/statement in support of the nominee.

A selection committee of administrative, academic and student representatives will choose the Blue and Gold Award recipients who will be announced in the fall. STAS must receive nominations by May 31. For further information call 721-8022.

Ring Schedule 1996-97

No. 9	June 5, 1996	No. 14	Oct. 18, 1996
No. 10	July 19, 1996	No. 15	Nov. 1, 1996
No. 11	Sept. 6, 1996	No. 16	Nov. 15, 1996
No. 12	Sept. 20, 1996	No. 17	Nov. 29, 1996
No. 13	Oct. 4, 1996	No. 18	Dec. 13, 1996

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LETTERS

Potential loss of programmer raises concerns

The Editor:

A situation has arisen at the University of Victoria that I feel all staff, faculty, students, and Victoria residents should be aware of. According to the administration at UVic, the position of Fitness and Lifestyle Programmer will be possibly terminated at the end of April due to financial restraints. This position is responsible for managing the fitness classes, fitness instructors, weight room, weight room supervisors, teaching the strength training program and the fitness instructor's program. The programmer has been responsible for providing accessible fitness for preventative health measures for everyone on campus. Without this position, I am certain that the quality of programming at UVic will suffer greatly.

The fitness classes and the weight room have become integral parts of the university experience. It is crucial that students have the opportunity to balance their academic pursuits with healthy exercise options. With the increasing awareness of benefits of exercise for the reduction of stress, anxiety, depression and illnesses, it is imperative that all students have access to fitness opportunities. For the staff, faculty, and members of the university, the fitness programs have presented lifestyle alternatives which promote active living. Exercising on campus maintains a balance between productivity and health. Most of the students and staff would not be able to afford the time nor the money to exercise if they had to go off campus.

The university has the financial responsibility to provide healthy recreational options. On average, every student pays the annual athletics and recreation fee of \$56.40. I understand that budget cuts lead to difficult choices, but it is unacceptable to sacrifice the health and wellness of the majority while maintaining subsidization of elite level athletics. It is fair to say that a greater percentage of students will be affected by the loss of the Fitness and Lifestyle Programmer, than they are by varsity athletics.

The decisions are being made by levels of administration who do not appear to care about the health and well being of the staff, students, and faculty at the University of Victoria. It is ironic that this budget cut will come through the office of Student Services. The university has the social responsibility to provide healthy options that ensure that there is a balance between academics and exercise. The students, staff and faculty in Victoria also have the responsibility to voice their concern and demand that their wellness is not sacrificed while trying to balance a budget. There are many effective ways to meet this bottom line without the termination of this crucial position.

The administration has to realize the importance of fitness and active living as integral parts of our university experience. Please contact Wayne MacDonald, manager athletics and recreation services at 721-8806, or Jim Griffith, director of student & ancillary services, at 721-8022 to voice your concern on this matter.

Dino Asproloupas

Ed. note

The appointment of recreation and fitness co-ordinator, that expired at the end of April, was for a two-year term—it was not a regular continuing appointment, according to David Clode, associate director of student and ancillary services. Clode emphasizes that the "well subscribed, popular recreation program" is not being cancelled along with the expiration of the term appointment. However, there will no longer be a programmer solely devoted to the recreation and fitness program which, from now on, will come under the purview of recreation co-ordinator Winona Pugh of athletics and recreational services, Clode says.

"Deeply troubled" by lack of discussion

The Editor:

In February 1996, the advisor to the vice president, academic and provost on faculty women's issues (Professor Judith Terry) submitted a report to the vice president, Academic (Dr. Samuel Scully) which was subsequently distributed to all regular female faculty members, deans, chairs, and directors. This report recommends significant "systemic" changes in the decision-making process of the University, in the name of "equity", even though 64 per cent of the regular faculty hired over the last three years at the University of Victoria have been female.

Although many of the proposals in this report (which is warmly embraced by the Vice-President Academic in a memorandum, March 1, 1996) affect all members of the University community, not all members had an opportunity to review the report. I would like to encourage all members to do so, if they can find a copy of it. For those who have trouble doing so, I would like to point out five proposals from that report that are, in my view, particularly alarming:

1. "as regards hiring practices, the equity initiative is likely to be of assistance in achieving more flexible interpretation of the qualifications of women and the other three groups, [italics added] but it is essential that assessments after entry also be flexible: when re-appointment and tenure are considered..." (p. 9)
2. "...forming a pool of equity monitors from tenured faculty (female and male) across campus who are committed to the Policy and could serve as external members on appointment selection committees....The monitor's report might also be an essential element in any material going forward from the unit to a Dean and/or the Vice-President Academic in support or a recommendation for appointment or re appointment." (p. 18)

3. "The setting up of a data base which would provide figures more relevant to our needs [italics added]... is a project which must be funded and undertaken as soon as possible". (p. 22). The definition of "figures more relevant to our needs" is given on page 2, paragraph 3: "...those members of the university community who are particularly interested in equity." [italics added].
4. "...develop a handbook on appointment and re-appointment [italics added] that include specific stated procedures for search committees that address the topics of the selection of well-qualified search committee members..." [italics added]. (p. 17).
5. "That the University require and implement a mandatory course or series of seminars on equity, discrimination, and harassment for all newly appointed administrators and all re-appointments from unit supervisors through to the President of the University. Failure to do so would be a negative factor in the annual performance assessment of these individuals." (p. 17).

The significance of these proposals is, I believe, self evident. Moreover, it appears that these proposals are already at the stage of implementation: the Advisor (Ms. Terry) recently suggested to the Economics Department that we accept an "equity monitor" as an observer in our appointment selection committee.

These proposals go far beyond the University's existing Equity Policy, but there has been no broad discussion about their merits. I find this deeply troubling, and encourage all members of the University community to make their views on these proposals known to the Administration.

Ian King
Associate Professor, Economics

Our Letters Policy

The Ring welcomes letters to the editor on issues of direct concern to the University community. Letters for publication must be signed by the author and should not exceed 600 words. *The Ring* editor reserves the right to edit for length and libellous content.

Opinions expressed in letters are the author's and do not necessarily reflect the views of the University administration or *The Ring* editorial staff.

Submissions must be received at least one week in advance of publication. Write to *The Ring* at Public Relations and Information Services, P.O. Box 3060, Victoria B.C. V8W 3R4 or, fax your contribution to 721-8955. The editor's telephone number is 721-7641 or 721-6246.

CLASSIFIEDS

Classified ad rates will be \$10 for up to 25 words and \$.50 for each additional word. Ads will not be accepted by phone and must be delivered in writing, with cash payment, to UVic Public Relations and Information Services, University House 2. The advertising deadline is eight days before publication date. For more information please call 721-7636.

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Age limit for voters dropped

For the first time in B.C.'s election history, people 18 years old can vote in a provincial general election. In 1992, the voting age was lowered from 19 to 18 years of age.

To qualify as a voter in B.C. you must be 18 years of age or older during an election, or you can be 17 when you register if you'll be 18 by voting day. Voters must also be Canadian citizens and residents of B.C. for six months preceding the election.

Elections B.C. has prepared a youth information kit for distribution to students of B.C. post-secondary and senior secondary educational institutions. The kit provides information of interest to all people eligible to vote who are not on the voters list.

For more information, contact Elections BC, at 387-2588 in Victoria or toll-free at 1-800-661-8683.